

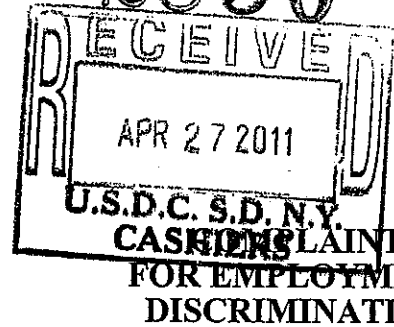
JUDGE BUCHWALD

UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF NEW YORK

11

CV 2850

Anthony A. Oyibo-Ebije



(In the space above enter the full name(s) of the plaintiff(s).)

-against-

HRA/BEV/BFI/MS-C. Mahamah/V. Fitzpatrick

McKenzie, R/NYK/HRA/MS. C. Sylvia

FJC Security Services

Jury Trial: ☒ Yes ☐ No  
(check one)

(In the space above enter the full name(s) of the defendant(s).  
If you cannot fit the names of all of the defendants in the space  
provided, please write "see attached" in the space above and  
attach an additional sheet of paper with the full list of names.  
Typically, the company or organization named in your charge  
to the Equal Employment Opportunity Commission should be  
named as a defendant. Addresses should not be included here.)

This action is brought for discrimination in employment pursuant to: (check only those that apply)

X

Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (race, color, gender, religion, national origin).

*NOTE: In order to bring suit in federal district court under Title VII, you must first obtain a Notice of Right to Sue Letter from the Equal Employment Opportunity Commission.*

Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621 - 634.

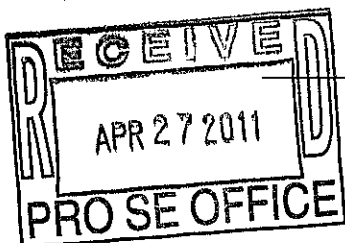
*NOTE: In order to bring suit in federal district court under the Age Discrimination in Employment Act, you must first file a charge with the Equal Employment Opportunity Commission.*

Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 - 12117.

*NOTE: In order to bring suit in federal district court under the Americans with Disabilities Act, you must first obtain a Notice of Right to Sue Letter from the Equal Employment Opportunity Commission.*

New York State Human Rights Law, N.Y. Exec. Law §§ 290 to 297 (age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, marital status).

New York City Human Rights Law, N.Y. City Admin. Code §§ 8-101 to 131 (actual or perceived age, race, creed, color, national origin, gender, disability, marital status, partnership status, sexual orientation, alienage, citizenship status).



**I. Parties in this complaint:**

- A. List your name, address and telephone number. Do the same for any additional plaintiffs named. Attach additional sheets of paper as necessary.

Plaintiff Name Anthony A. Ojibo-Ebije  
 Street Address 15 Lakeside Drive  
 County, City Roosevelt New York 11575  
 State & Zip Code New York 11575  
 Telephone Number 516 806 8879

- B. List all defendants' names and the address where each defendant may be served. Make sure that the defendant(s) listed below are identical to those contained in the above caption. Attach additional sheets of paper as necessary.

Defendant Name HRA/BEV/BFI/MS. C. Mahannah/V. Fitzpatrick, Makenzi  
 Street Address R/ NYC/HRA/MS. C. Sylvia, 180 Water Str  
 County, City Manhattan  
 State & Zip Code New York 10038  
 Telephone Number \_\_\_\_\_

- C. The address at which I sought employment or was employed by the defendant(s) is:

Employer \_\_\_\_\_  
 Street Address \_\_\_\_\_  
 County, City \_\_\_\_\_  
 State & Zip Code \_\_\_\_\_  
 Telephone Number \_\_\_\_\_

**II. Statement of Claim:**

State as briefly as possible the facts of your case, including relevant dates and events. Describe how you were discriminated against. If you are pursuing claims under other federal or state statutes, you should include facts to support those claims. You may wish to include further details such as the names of other persons involved in the events giving rise to your claims. Do not cite any cases. If you intend to allege a number of related claims, number and set forth each claim in a separate paragraph. Attach additional sheets of paper as necessary.

- A. The discriminatory conduct of which I complain in this action includes: (check only those that apply)

\_\_\_\_\_ Failure to hire me.  
 \_\_\_\_\_ Termination of my employment.  
 \_\_\_\_\_ Failure to promote me.  
 \_\_\_\_\_ Failure to accommodate my disability.  
 \_\_\_\_\_ Unequal terms and conditions of my employment.

X Retaliation.  
X Other acts (specify): (See section (E)).

*Note: Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court under the federal employment discrimination statutes.*

B. It is my best recollection that the alleged discriminatory acts occurred on: \_\_\_\_\_  
 Date(s)

C. I believe that defendant(s) (check one):

X is still committing these acts against me.  
 \_\_\_\_\_ is not still committing these acts against me.

D. Defendant(s) discriminated against me based on my (check only those that apply and explain):

- ☐ race \_\_\_\_\_ ☐ color \_\_\_\_\_  
☐ gender/sex \_\_\_\_\_ ☐ religion \_\_\_\_\_  
☐ national origin \_\_\_\_\_  
☐ age. My date of birth is \_\_\_\_\_ (Give your date of birth only if you are asserting a claim of age discrimination.)  
☐ disability or perceived disability, \_\_\_\_\_ (specify)

E. The facts of my case are as follow (attach additional sheets as necessary):

Retaliation, incessant harassment because I filed  
EEOC Complaints, witness tampering and threat of  
retaliation against witness and loss of job/employment  
obstructing justice, fabrication, distorting  
records and defamation of character.

*Note: As additional support for the facts of your claim, you may attach to this complaint a copy of your charge filed with the Equal Employment Opportunity Commission, the New York State Division of Human Rights or the New York City Commission on Human Rights.*

### III. Exhaustion of Federal Administrative Remedies:

A. It is my best recollection that I filed a charge with the Equal Employment Opportunity Commission or my Equal Employment Opportunity counselor regarding defendant's alleged discriminatory conduct on: \_\_\_\_\_ (Date).

B. The Equal Employment Opportunity Commission (check one):

       has not issued a Notice of Right to Sue letter.

  X   issued a Notice of Right to Sue letter, which I received on 01/28/2011 (Date).  
and 03/18/2011.

*Note: Attach a copy of the Notice of Right to Sue letter from the Equal Employment Opportunity Commission to this complaint.*

C. Only litigants alleging age discrimination must answer this Question.

Since filing my charge of age discrimination with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct (check one):

       60 days or more have elapsed.

       less than 60 days have elapsed.

#### IV. Relief:

WHEREFORE, plaintiff prays that the Court grant such relief as may be appropriate, including injunctive orders, damages, and costs, as follows: Fifty million dollars in emotional and punitive damages, attorney fees and psychological effects.

(Describe relief sought, including amount of damages, if any, and the basis for such relief.)

I declare under penalty of perjury that the foregoing is true and correct.

Signed this        day of       , 20  .

Signature of Plaintiff

Address

*bijedopoyibo*  
15 Lakeside Drive  
Roosevelt NY 11575

Telephone Number

Fax Number (if you have one)

516 806 8879

EEOC Form 161 (11/09)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Anthony A. Oyibo-Ebije**  
**15 Lakeside Drive**  
**Roosevelt, NY 11575**

From: **New York District Office**  
**33 Whitehall Street**  
**5th Floor**  
**New York, NY 10004**

☐

On behalf of person(s) aggrieved whose identity is  
**CONFIDENTIAL (29 CFR §1601.7(a))**

EEOC Charge No.

EEOC Representative

Telephone No.

520-2010-02090

**Roxanne Zygmund,**  
**Investigator**

(212) 336-3764

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

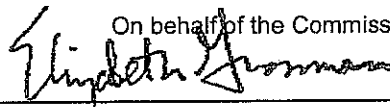
## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



**Elizabeth Grossman,**  
**Acting District Director**

*March 18, 2011*

(Date Mailed)

Enclosures(s)

cc: **Director, Human Resources**  
**FJC SECURITY SERVICES**  
**33-10 Queens Boulevard**  
**Long Island City, NY 11101**

EEOC Form 161 (11/09)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Anthony A. Oyibo-Ebije**  
**15 Lakeside Drive**  
**Roosevelt, NY 11575**

From: **New York District Office**  
**33 Whitehall Street**  
**5th Floor**  
**New York, NY 10004**



On behalf of person(s) aggrieved whose identity is  
**CONFIDENTIAL (29 CFR §1601.7(a))**

EEOC Charge No.

EEOC Representative

Telephone No.

**520-2010-01460**

**John B. Douglass,**  
**Supervisory Investigator**

**(212) 336-3620****THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:**

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

**- NOTICE OF SUIT RIGHTS -**

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Enclosures(s)

**Elizabeth Grossman,**  
**Acting District Director**

*January 28, 2011*  
 (Date Mailed)

cc:

**Patrick Soohoo**  
**Agency Attorney**  
**NYC HUMAN RESOURCES ADMINISTRATION-**  
**OFFICE OF LEGAL AFFAIRS**  
**180 Water Street**  
**New York, NY 10038**



U.S. Equal Employment Opportunity Commission  
New York District Office

33 Whitehall Street  
5th Floor  
New York, NY 10004  
(212) 336-3620  
TDD: 1-800-669-6820  
FAX (212) 336-3625  
1-800-669-4000

Respondent: NYC HUMAN RESOURCES ADMINISTRATION  
EEOC Charge No.: 520-2010-01460 (Amended)  
FEPA Charge No.:

April 23, 2010

Anthony A. Oyibo-Ebije  
104-46 200th Street  
Saint Albans, NY 11412

Dear Mr. Oyibo-Ebije:

This is to acknowledge receipt of the above-numbered charge of employment discrimination against the above-named respondent. Please use the "EEOC Charge No." listed above whenever you call us about this charge. The information provided indicates that the charge is subject to:

- ☒ Title VII of the Civil Rights Act of 1964 (Title VII)
- ☐ The Age Discrimination in Employment Act (ADEA)
- ☐ The Americans with Disabilities Act (ADA)
- ☐ The Equal Pay Act (EPA)

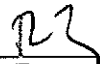
You need do nothing further at this time. We will contact you when we need more information or assistance. A copy of the charge or notice of the charge will be sent to the respondent within 10 days of our receipt of the charge as required by our procedures.

- ☒ Please be aware that we will send a copy of the charge to the agency listed below as required by our procedures. If the charge is processed by that agency, it may require the charge to be signed before a notary public or an agency official. Then the agency will investigate and resolve the charge under their statute. If this occurs, section 1601.76 of EEOC's regulations entitles you to ask us to perform a Substantial Weight Review of the agency's final finding. To obtain this review, a written request must be made to this office within 15 days of receipt of the agency's final finding in the case. Otherwise, we will generally adopt the agency's finding as EEOC's.

New York State Division Of Human Rights  
Federal Contract Unit  
One Fordham Plaza, 4 Fl.  
Bronx, NY 10458

While your charge is pending, please notify us of any change in your address, or where you can be reached if you have any prolonged absence from home. Your cooperation in this matter is essential.

Sincerely,

  
\_\_\_\_\_  
Roxanne Zygmund  
Investigator  
(212) 336-3764

Office Hours: Monday – Friday, 8:30 a.m. - 5:00 p.m.  
[www.eeoc.gov](http://www.eeoc.gov)

Enclosure(s)



EEGC Form 5 (1/09)

<b>CHARGE OF DISCRIMINATION</b> This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA  <input checked="" type="checkbox"/> EEOC         </div> <div style="text-align: right;"> <b>AMENDED</b>  <b>520-2010-01460</b> </div> </div>	
<b>New York State Division Of Human Rights</b> and EEOC <small>State or local Agency, if any</small>			
Name (Indicate Mr., Ms., Mrs.) <b>Mr. Anthony A. Oyibo-Ebiye</b>		Home Phone (Incl. Area Code) <div style="border: 1px solid black; padding: 2px;">05/11/56</div>	
Street Address <b>104-46 200th Street</b>		City, State and ZIP Code <b>Saint Albans, NY 11412</b>	
<div style="border: 2px solid black; padding: 5px; display: inline-block;"> <b>RECEIVED</b>  <b>APR 20 2010</b>  <b>EEOC NYDO CRTU</b> </div>			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name <b>HRA/BEV/BFI/MS.C.Mahamah/V. FitzPatrick</b> <b>McKenzie, R /NYC/HRA/MS.C.Sylvia</b>		No. Employees, Members <b>3,000</b>	
Street Address <b>180 water street</b> <b>Manhattan New York 10038</b>		City, State and ZIP Code <b>Manhattan New York 10038</b>	
Name <b>FJC Security Services</b>		No. Employees, Members <b>3,000</b>	
Street Address <b>33-10 Queens Blvd</b> <b>Long Island City, NY 11101</b>		City, State and ZIP Code <b>Long Island City, NY 11101</b>	
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> RACE    <input type="checkbox"/> COLOR    <input type="checkbox"/> SEX    <input type="checkbox"/> RELIGION    <input checked="" type="checkbox"/> NATIONAL ORIGIN  <input checked="" type="checkbox"/> RETALIATION    <input type="checkbox"/> AGE    <input type="checkbox"/> DISABILITY    <input type="checkbox"/> GENETIC INFORMATION  <input checked="" type="checkbox"/> OTHER (Specify) <b>defamation/incessant harassment</b> </div> <div style="width: 50%;">         DATE(S) DISCRIMINATION TOOK PLACE          Earliest    Latest  <div style="text-align: right; font-size: 1.2em;">02/26/2010</div> </div> </div>		<input checked="" type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <b>I have been subjected to act of retaliation and incessant harassment because I previously filed EEOC Complaints against these individuals and agencies (see attached marked (A)). These agencies and these individuals are engage in witness tampering and threat of retaliation against witness and loss of job/employment. These individuals and these agencies are obstructing justice. On or about 06/09/09, Mr. R. McKenzie said "the lady you mentioned was angry and would deny</b>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
<div style="display: flex; justify-content: space-between;"> <div> <b>04/19/2010</b>  <small>Date</small> </div> <div>   <small>Charging Party Signature</small> </div> </div>		SIGNATURE OF COMPLAINANT  <div style="border: 1px solid black; padding: 5px; margin-top: 10px;">           SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  <small>(month, day, year)</small>  <b>CINDY GARCIA</b>            Commissioner of Deeds, City of New York            No. 4-6974            Cert. Filed in New York County            Commission Expires 5-01-2011         </div>	

1219-10



EEOC Form 5 (1/10)

## CHARGE OF DISCRIMINATION

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Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA

Amended

☒ EEOC

520-2010-01460

## New York State Division Of Human Rights

and EEOC

State or local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

everything you wrote." He further added "he was born in the United States and has been around longer than myself." He concluded saying: "HRA/IREA/BET will always tell lies even under oath before United States Courts and "the management will squeeze my balls, if I fail to stop writing about the office.

HRA/BET/MS. C. Mahamah/V. Fitzpatrick/R. McKenzie/C. Sylvia are retaliating against me by filling frivolous charges against me (see attach marked (B)).

FJC security services became active partner of New York City HRA/BET/IREA, in retaliating, fabricating, distorting, obstructing justice and defamation of my character effectively 12/4/09 up to date. Its action and objectives was and still to defame me and effectively ensure that HRA/BET/IREA terminate my employment. The security company is a willing partner of New York City HRA/BET/IREA.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

CINDY GARCIA

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE New York  
(month, day, year) Commissioner of Public Safety

No. 4-6974

Cert. Filed in New York County  
Commission Expires 5-01-2011

04/19/2010

Date

Charging Party Signature

4-19-10



**U.S. Equal Employment Opportunity Commission  
New York District Office**

33 Whitehall Street  
5th Floor  
New York, NY 10004  
(212) 336-3620  
TDD: 1-800-669-6820  
FAX (212) 336-3625  
1-800-669-4000

Respondent: FJC SECURITY SERVICES  
EEOC Charge No.: 520-2010-02090  
FEPA Charge No.:

April 23, 2010

Anthony A. Oyibo-Ebije  
104-46 200th Street  
Saint Albans, NY 11412

Dear Mr. Oyibo-Ebije:

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
You need do nothing further at this time. We will contact you when we need more information or assistance. A copy of the charge or notice of the charge will be sent to the respondent within 10 days of our receipt of the charge as required by our procedures.

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New York State Division Of Human Rights  
Federal Contract Unit  
One Fordham Plaza, 4 Fl.  
Bronx, NY 10458

While your charge is pending, please notify us of any change in your address, or where you can be reached if you have any prolonged absence from home. Your cooperation in this matter is essential.

Sincerely,

  
\_\_\_\_\_  
Roxanne Zygmund  
Investigator  
(212) 336-3764

Office Hours: Monday – Friday, 8:30 a.m. - 5:00 p.m.  
[www.eeoc.gov](http://www.eeoc.gov)

Enclosure(s)

520-2010-02090

EEOC Form 5 (11/09)

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Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA  
☒ EEOC

## New York State Division Of Human Rights

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Mr. Anthony A. Oyibo-Ebiye

Home Phone (Incl. Area Code)

Date of Birth

05/11/56

Street Address

104-46 200th Street

City, State and ZIP Code

Saint Albans, NY 11412

RECEIVED

APR 20 2010

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government/Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name HRA/BEV/BFI/MS.C.Mahamah/V. FitzPatrick  
 McKenzie, R/NYC/HRA/MS.C.Sylvia

No. Employees, Members

3,000

Street Address

180 water street  
 Manhattan New York 10038

City, State and ZIP Code

Name FJC Security Services

No. Employees, Members

3,000

Phone No. (Include Area Code)

347-4183800  
212 2898287

Street Address

33-10 Queens Blvd  
 Long Island City, NY 11101

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ NATIONAL ORIGIN  
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ GENETIC INFORMATION  
☒ OTHER (Specify) defamation/incessant harassment

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

02/26/2010

☒ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)).

I have been subjected to act of retaliation and incessant harassment because I previously filed EEOC Complaints against these individuals and agencies (see attached marked (A)). These agencies and these individuals are engage in witness tampering and threat of retaliation against witness and loss of job/employment. These individuals and these agencies are obstructing justice. On or about 06/09/09, Mr. R. McKenzie said "the lady you mentioned was angry and would deny

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
 (month, day, year) CINDY GARCIA

Commissioner of Deeds, City of New York  
 No. 4-6974

Cert. Filed in New York County  
 Commission Expires 5-01-2011

04/19/2010

Date

Charging Party Signature

EEOC Form 5 (1/09)

## CHARGE OF DISCRIMINATION

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Charge Presented To:

Agency(ies) Charge No(s):

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☒ EEOC

520-2010-02090

New York State Division Of Human Rights

and EEOC

State or local Agency, if any

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HRA/BET/MS. C. Mahamah/V. Fitzpatrick/R. McKenzie/C. Sylvia are retaliating against me by filling frivolous charges against me (see attach marked (B)).

FJC security services became active partner of New York City HRA/BET/IREA, in retaliating, fabricating, distorting, obstructing justice and defamation of my character effectively 12/4/09 up to date. Its action and objectives was and still to defame me and effectively ensure that HRA/BET/IREA terminate my employment. The security company is a willing partner of New York City HRA/BET/IREA.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Cindy Garcia

SUBSCRIBED AND  
(month, day, year)

SWORN TO BEFORE ME this 19th day of April, 2010  
CINDY GARCIA  
Commissioner of Courts, City of New York  
No. 4-6974  
Cert. Filed in New York County  
Commission Expires 5-01-2011

04/19/2010

Date

Charging Party Signature

4-19-10



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**New York District Office**

33 Whitehall Street, 5<sup>th</sup> Floor  
New York, NY 10004-2112  
District Office: (212) 336-3620

Anthony A. Oyibo-Ebije  
15 Lakeside Drive  
Roosevelt, NY 11575

Re: *EEOC Charge No.520-2010-02090*  
*Anthony Oyibo-Ebije v. FJC Security Services*

Dear Mr. Oyibo-Ebije:

Pursuant to your contact with our office, I am enclosing a new *Notice of Right to Sue* dated today, to replace the one that was issued by this office on January 28, 2011.

The original Notice of Right to Sue issued to you on January 28, 2011 reflected a charge number and respondent of a related charge that you filed with this office. Please accept my apologies for this error.

If you wish to pursue this matter further in federal court, your lawsuit must be filed within 90 days of your receipt of the enclosed Notice.

Please call me at (212) 336-3765 if you have any further questions.

Sincerely,

A handwritten signature in black ink, appearing to read "John B. Douglass", is written over a horizontal line.

John B. Douglass  
Supervisory Investigator

3/18/11  
Date

enc.

cc: Director, Human Resources  
FJC Security Services  
33-10 Queens Boulevard  
Long Island City, NY 11101





**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**New York District Office**

33 Whitehall Street, 5<sup>th</sup> Floor  
New York, NY 10004-2112  
For General Information: (800) 669-4000  
TTY: (800)-669-6820  
District Office: (212) 336-3630  
General FAX: (212) 336-3625

Anthony A. Oyibo-Ebije  
15 Lakeside Drive  
Roosevelt, NY 11575

*Re: Anthony A. Oyibo-Ebije v. NYC Human Resources Administration*  
*EEOC Charge No: 520-2010-01460*

Dear Mr. Oyibo-Ebije:

The Equal Employment Opportunity Commission (hereinafter referred to as the "Commission"), has reviewed the above-referenced charge according to our charge prioritization procedures. These procedures, which are based on a reallocation of the Commission's staff resources, apply to all open charges in our inventory and call for us to focus our limited resources on those cases that are most likely to result in findings of violations of the laws we enforce.

In accordance with these procedures, we have evaluated your charge based upon the information and evidence submitted by both parties. You allege that you have been retaliated against by your employer, the New York City Human Resources Administration (hereinafter referred to as "Respondent"). More specifically, you allege to have been subjected to unwarranted disciplinary action by Respondent, involving incidents dating back to February 2009. You allege that these actions, in addition to other actions affecting the terms and conditions of your employment, have been taken against you by Respondent in retaliation for your prior complaints of discrimination filed both internally and with the Commission. You further allege that Respondent has fabricated information about you to support its disciplinary actions against you.

Respondent denies retaliating against you in any way. Respondent has submitted a detailed statement, including signed affidavits, in support of its position that the disciplinary actions taken against you were an appropriate response to your violations of its code of conduct on several occasions.

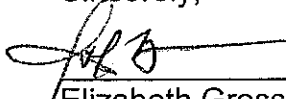
After reviewing the record, including several documents you submitted to the Commission subsequent to the filing of the above-referenced charge, we do not find sufficient information to conclude that Respondent's actions were a violation federal law.



While it is evident that a difference of opinion exists regarding the propriety of your behavior that led to the disciplinary actions taken against you, further investigation would unlikely result in a finding that Respondent's motivation was retaliation for engaging in a protected activity as defined by the Commission. Therefore, your charge will be dismissed. This determination does not certify that Respondent is in compliance with the statutes. No finding is made as to any other issue that might be construed as having been raised by this charge.

Attached is your Dismissal and Notice of Rights. If you wish to pursue this matter further in federal court, your lawsuit must be filed within 90 days of your receipt of the Notice. Please contact John Douglass, Supervisory Investigator at (212) 336-3765 if you have any questions.

Sincerely,

 for  
Elizabeth Grossman  
Acting District Director

Date: January 28, 2011

enc.